

Senate Study Bill 3157 - Introduced

SENATE FILE _____
BY (PROPOSED COMMITTEE
ON LABOR AND BUSINESS
RELATIONS BILL BY
CHAIRPERSON SCHULTZ)

A BILL FOR

- 1 An Act concerning the voluntary shared work program and
- 2 including applicability provisions.
- 3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 96.40, subsection 2, paragraph e, Code
2 2020, is amended to read as follows:

3 e. The reduction in hours and corresponding reduction in
4 wages must be applied equally to all employees in the affected
5 unit for each week reported.

6 Sec. 2. Section 96.40, Code 2020, is amended by adding the
7 following new subsection:

8 NEW SUBSECTION. 4A. An employer may file an appeal in
9 writing of a denial or approval of a plan or revocation of an
10 approved plan by the department within thirty days from the
11 date of the decision.

12 Sec. 3. Section 96.40, subsection 9, paragraph b, Code 2020,
13 is amended to read as follows:

14 b. An employer may provide as part of the plan a training
15 program the employees may attend during the hours that
16 have been reduced. Such a training program may include a
17 training program funded under the federal Workforce Investment
18 Innovation and Opportunity Act, of 1998, Pub. L. No. 105-220
19 113-128. If the employer is able to show that the training
20 program will provide a substantive increase in the workplace
21 and employability skills of the employee so as to reduce the
22 potential for future periods of unemployment, the department
23 shall relieve the employer of charges for benefits paid to the
24 individual attending training under the plan. The employee
25 may attend the training at the work site utilizing internal
26 resources, provided the training is outside of the normal
27 course of employment, or in conjunction with an educational
28 institution.

29 Sec. 4. APPLICABILITY. This Act applies to all voluntary
30 shared work plans approved by the department of workforce
31 development on or after the effective date of this Act.

32 EXPLANATION

33 The inclusion of this explanation does not constitute agreement with
34 the explanation's substance by the members of the general assembly.

35 This bill modifies conditions for approval of a voluntary

1 shared work plan by the department. The division provides that
2 a reduction in hours and corresponding reduction in wages that
3 must be applied equally to all employees in the affected unit
4 must be applied equally for each week reported. The division
5 also permits an employer to file an appeal in writing of a
6 denial or approval of a plan or revocation of an approved plan
7 by the department within 30 days from the date of the decision
8 and replaces a reference to the federal Workforce Investment
9 Act of 1998 with a reference to the federal Workforce
10 Innovation and Opportunity Act. These provisions apply to
11 all voluntary shared work plans approved by the department of
12 workforce development on or after the effective date of the
13 bill.